

3-27-04

Attendance: Tim Zorn, Peggy Glennie, ^{Wizet} Frank, Karen, Lisa Schreiber, Leslie Atkins, ^{Chambers} Jett Nicholls, Dave Bartman, Jim Proctor, Lori Caldwell, Stephanie Dowell, Mike Puente

T. Zorn motion to approve minutes; 2nd Bartman

Treasurer's Report - Karen

member dues on time

auto withdrawal - still working on it, issue of time to do it hopefully by end of April.

Lori suggests Karen uses approved time off to tackle dues withdrawal. Karen

LM3 Report - Karen tackling, shows # of members in union - were 53, now 42 members

New Members - Lori will give Lisa S. info to give new potential members in Valpo office.

Sweatshirt - skip til Puente arrives

Old Business

- Ethics Committee - Tim's progress. Lori spoke w/ Todd about Bonnie's presence in newsroom - will Todd act as firewall. Adv. issues filtering into newsroom. Todd seemed open to listening, but reserved.

New Business

Steve Patten leaving void. Lori wants Peggy nominated for 1st Vice slot if volunteer from audience for 2nd Vice slot

new positionfor Peggy to 1st ViceLisa nominates, Frank 2nd

'Tim to close

Frank nom.s. Barthman, Peggy 2nd - Proctor moves to close
↳ 2nd Vice- Peggy's update from conference

- Membership cards (when current w/ membership dues w/ Nat'l)
- * Use of Stewards - was suggested at conf. to keep presence in newsroom to management and also to members that the guild is

Sample contracts, grievance procedures - Peggy has copies.

- Lori - update w/ meeting w/ Bonnie, Todd, etc. Ted, Bruce
March 4 - 1 hr 1/2

- Ted & Bruce relayed that they can talk w/ union.
- + Issues like new hire brought in as reporter/copy clerk - has to be one or the other position.
- + merit pay diversion -

up to 1% of all individual pay to be pooled. to be put in 401(k). With next contract hope is to get (matching) or profit sharing.

Pay raises - company says will be more than 1%. Ted Riley relayed that raises will be significantly ^{more} more now that we're in "gentler" Hollinger.

1% of gross annual salary

profit sharing goes into 401(k)
This would be for everyone covered in contract, dues or not.

~~will~~ Lori will meet w/ Bonnie to set up
when this 1% would take place.
(1% is only for life of contract - gets foot in door
for next contract negotiations)

(diverting 1% of the 2% were all earning in merit pool.)

Lori - Raises

43 job evals. from last yr. (from contract signing until
current)

22 - 2% raise

2 - 1%₀

1 - 1.75%

~~22 - 2%~~

1 - 2.5%

8 - 3%

4 - 4%

1% is not out of paychecks, ~~that~~^{it} comes out of the
company merit pool (that 1% of the 2% will be
diverted to the separate 401(k))

Lori will make ammendment to in letter to Bonnie to clarify

Secret ballot - to vote on 1% of merit pool to

- sweatshirts - update from
 \$25 / each Garco, will have them by next month.
 the \$800 allotted from Jan. meeting should cover it.
 black sweatshirt w/ insignia w/ red

- Lori - votes counted
 10-2 to divert ^{1%} to merit pool
 will notify Bonnie of vote

more New Business

- Karen - got memo to cover something in business - the
 questions beat reporter position to cross over to business, etc.
 Line being blurred between beats.
 Lori suggests keeping track of other examples of this over
 next week - Lori will set up meeting w/ Todd about it.
 But don't refuse - don't be insubordinate.

Other Business

- Puente - \$300 allocated to Puente, but he didn't go.
 Tri-Council meeting in Denver in July. Maybe good
 for 2 people to attend.

Adjourned